



## HUMAN RESOURCES OFFICE OKINAWA SATELLITE OFFICE

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### VACANCY ANNOUNCEMENT

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**ANNOUNCEMENT NUMBER: NV-OKI-05-061R**

**TITLE/SERIES/GRADE: MEDICAL TECHNOLOGIST, GS-0644-09/11**  
**(FULL-TIME/PERMANENT)**

**SALARY: GS-09: \$37,390 TO \$48,604 Per Annum**  
**GS-11: \$45,239 TO \$58,811 Per Annum**

**OPEN DATE: 28 OCT 2005**

**CLOSING DATE: OPEN UNTIL FILLED**

**LOCATION: U.S. Naval Hospital, Camp Lester, Okinawa, Japan**

#### **AREA OF CONSIDERATION: OKINAWA-WIDE**

Current permanent federal employees, NAF/AF Interchange eligibles, Reinstatement eligibles, Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 or more years of continuous active service. Veterans Employment Opportunity Act (VEOA), military spouse, and family member eligibles that reside in the Okinawa area.

#### **NOTES:**

1. This position is one which this activity normally recruits for locally; therefore, Living Quarters Allowance (LQA), Transportation Agreement or any other benefits normally paid to a "Stateside" hire will **NOT** be granted.
2. Payment of travel and transportation expenses is not authorized. However, anyone on a transportation agreement with LQA entitlements may be granted continuance.
3. Military Spouse Preference eligibles will lose their preference upon acceptance or declination of a job offer.
4. Application will not be submitted without addressing KSAs.
5. Applicant **must be** currently registered by the American Society of Clinical Pathologists, or equivalent.
6. All required forms and documents must be submitted with your application on or before the closing date of the announcement. Failure to do so may result in an ineligible rating or may adversely affect the overall rating.
7. Requires satisfactory completion of background checks and medical examination prior to employment.

#### **SUMMARY OF DUTIES:**

The incumbent of the position will be responsible for the development, administration, and supervision of the technical procedures to include donor suitability and screening, donor collection, serologic testing, quality control. Calibration of all equipment, training, proficiency testing and staff competency assessment. Responsible for the performance of wide variety of technical procedures in the Blood Donor Center including phlebotomy, blood typing of donors, donor serologic and viral marker testing, donor qualification, hemoglobin determination and vital sign measurement, filing/maintaining Blood Bank records, processing and manufacture of blood components, freezing, deglycerolization, and washing of red blood cells. Participates in and provides technical oversight for all blood drives. Assists in inventory of blood management of blood products to include donor recruitment, manufacture of required components, identifying shortfalls and investigating alternatives to replenish supplies. Ensures all work performed are in compliance with current Good Manufacturing Practice Guidelines (GMPG), College of American Pathology (CAP), Clinical Laboratory Improvement Program (CLIP), American Association of Blood Banks (AABB), and Food and Drug Administration (FDA) guidelines and regulations. Writes Standard Operating Procedures

(SOP) and instructions relevant to the donor center program. Assures that manufacturing records for each step in each process associated with every component produced are reviewed prior to making the product available for release.

### **CONDITION OF EMPLOYMENT:**

**METHOD OF EVALUATION:** Qualified candidates will be evaluated based on the following **knowledge, skills, and abilities:**

1. Knowledge of medical technology principles, concepts, principles, and practices sufficient to develop, implement and provide a full supervision of a full-service donor center operation.
2. Knowledge of quality control, workload reporting, and proficiency testing to design programs to assure the reliability of the data, clinical results, and to measure laboratory productivity.
3. Skill in evaluating new tests and instruments and modifying and adapting standard methods and procedures consistent with the requirements of the full service donor center operations.
4. Knowledge of related disciplines including immuno-chemistry, and serology testing and to use such knowledge in assessing and correlating data, verifying results and in detecting trends from a wide variety of test system variables.
5. Knowledge of accrediting, licensing, and /regulatory agency requirements, medico legal responsibilities and statutes governing blood bank operations.
6. Knowledge and skill sufficient to perform required testing to eliminate transfusion-transmitted diseases from donor blood and components utilized in transfusion.

**TIME-IN-GRADE REQUIREMENTS:** Applicants must meet OPM time-in-grade requirements for promotion to General Schedule positions in the competitive service. TIG restrictions apply to any candidate who within the previous 52 weeks held a General Schedule (GS) position under non-temporary appointment in the competitive service.

### **QUALIFICATION REQUIREMENTS:**

#### ***Basic Requirements:***

A. Degree: medical technology, chemistry, or biology that included or was supplemented by at least:

- 16 semester hours of biological science of which one course was in microbiology and one course was in immunology. (NOTE: If there is no mention of immunology or immunobiology in the course title, the requirement for a course in immunology may be met by any course that covers the following topic areas: (1) definition and relationships of antigens and antibodies; (2) host-antigen interactions; (3) bursal and thymic influences on lymphoid cells; and (4) humoral and cellular response mechanisms.) The remaining biology courses must have been in general biology, zoology, or any of the areas listed below under "Evaluation of Education and Experience;"
- 16 semester hours of chemistry of which one course was in organic or biochemistry. The remaining chemistry courses must have been in general chemistry, qualitative analysis, qualitative chemistry, quantitative chemistry, physical chemistry, analytical chemistry, or any of the areas listed below under "Evaluation of Education and Experience;" **and**
- 3 semester hours of college mathematics.

**OR**

B. A full 4-year course of study that included or was supplemented by at least 12 months in a college or hospital-based medical technology program or medical technology school approved by a recognized accrediting organization. The professional medical technology curriculum may have consisted of a 1-year post-baccalaureate certificate program or the last 1 or 2 years of a 4-year program of study culminating in a bachelor's in medical technology.

**OR**

C. A combination of (1) at least 35 semester hours of biological science, chemistry, and mathematics as described in paragraph A above and (2) additional appropriate education and/or experience totaling 4 years. This combination of education and experience must have provided knowledge of the theories,

principles, and practices of medical technology equivalent to that provided by the full 4-year course of study described in A or B above. All science and mathematics courses must have been acceptable for credit toward meeting the requirements for a science major at an accredited college or university. Acceptable experience is responsible professional or technician experience in a hospital laboratory, health agency, industrial medical laboratory, or pharmaceutical house; or teaching, test development, or medical research program experience that provided an understanding of the methods and techniques applied in performing professional clinical laboratory work. Certification/licensure as a medical technologist (generalist) obtained through written examination by a nationally recognized credentialing agency or State-licensing body is a good indication that the quality of experience is acceptable.

**AND**

- 2 years of progressively higher-level graduate education leading to a master's degree or master's or equivalent graduate degree.

**OR**

- GS-09: One (1) year of *specialized* experience equivalent to at least a GS-7.
- GS-11: One (1) year of specialized experience equivalent to at least a GS-09

Minimum requirements are available for review in the Office of Personnel Management Qualification Standards Handbook at <http://www.opm.gov/qualifications>.

**SPECIALIZED EXPERIENCE:** Experience or graduate education must have been in (1) the general field of medical technology, (2) one of the disciplines or specialized areas of medical technology, or (3) a field directly related and applicable to medical technology or the position to be filled.

**HOW TO APPLY:** Application and forms must be **received** by the closing/cut-off date of the announcement. All applications must show the announcement number and grades applying for. Do not submit copies of position/job descriptions or other documents/extraneous material not requested. It is the applicant's responsibility to make a copy of the application and attachments for future use. **Applications and attachments will not be retrieved for duplication or for return.** Each applicant is responsible for submitting complete information on his/her qualifications. Applicants must meet all eligibility and qualifications requirements (including time-in-grade requirements for GS-positions) as of the closing date/cut-off date of the announcement. **Failure to submit required information or to meet the closing/cut-off date may result in a loss of consideration for the position for which you are applying.** E-mailed and FAXED applications will not be accepted. Unsolicited documents will be discarded.

**WHERE TO APPLY:** Human Resources Office, Bldg. 3597, Navy Satellite Office, and Kadena AB

**FORMS REQUIRED:**

**OF 612** - Optional Application for Federal Employment, resume, or other written format. *Those using a resume or other written format should refer to the flyer **OF 510** - "Applying for a Federal Job" for required information.*

1. **Resume and alternative forms of applications MUST contain the following:**
  - [Announcement number, title and grade of the job for which you are applying.](#)
  - [Full name, mailing address, and day and evening telephone numbers; Social security Number; country of citizenship](#)
  - [Education: Name of high school, city, state and date of diploma or GED; name of college and/or university, city state; majors with type and year of any degrees received.](#)
  - [Highest Federal civilian grade held \(also give job series and dates held\\*\); proof of reinstatement eligibility, if applicable.](#)
  - [Work Experience: Job title, duties and accomplishments, employer's name and address; supervisor's name and phone number; starting and ending dates \(Mo/Yr\), hours per week, & salary. Include all relevant experience, whether it was paid or volunteer work. Do not send copies of job descriptions, personal endorsements or other unsolicited material. If you do not wish us to contact your present employer, please state clearly.](#)
  - [Other Qualifications: List dates and titles of job-related training courses, certificates, licenses, honors, awards, and special accomplishments.](#)
  - [An original signature and date.](#)
2. Supplemental Experience Statement or separate sheet addressing KSA's (knowledge, skills & abilities).

3. Copy of most recent performance appraisal (*If current federal employee*).
4. SF-50 copy - If current or previous Federal employee or reinstatement eligible. NAF employees must provide most recent copy of Personnel Action Report (PAR) and [HRSCPR 12300](#). CIPMS employees must provide a copy of the SF-50, which shows the appointment into a position covered by CIPMS, and the most recent SF-50.
5. Copy of Sponsor's travel orders to verify eligibility for preference. If current tour has been extended, a copy of tour extension must be attached.
6. DD-214 indicating type of discharge (Member 4 copy). If claiming 10- point Veterans' Preference, submit an SF-15 and VA letter or certificate (dated within one year). Required if area of consideration includes VRAs or 30% Disabled Veterans and VEOA eligibles.
7. [Supplemental Questionnaire](#) **must** be attached to application. Questionnaire can be found on our website: <http://hro.cnfj.navy.mil> under forms.
8. Official transcripts OR statement from institution's registrar, dean, or other appropriate official when education is a basic requirement for the position or if desiring to qualify on the basis of substituting education for experience. Only degrees from an accredited college or university recognized by the Department of Education are acceptable to meet positive education requirements or to substitute education for experience. For additional information, please go to the Office of Personnel Management (OPM) and U.S. Department of Education websites at - <http://www.opm.gov/qualifications> and <http://www.ed.gov/admins/finaid/accred/index.html>
9. Male candidates born after December 31, 1959 must submit **PRE-APPOINTMENT CERTIFICATION STATEMENT FOR SELECTIVE SERVICE REGISTRATION** form. For further information: <http://www.sss.gov>
10. All other forms and information required in the specific vacancy announcement, including any additional forms or information applicable to your specific situation as outlined below.

**EVALUATION METHOD:** Information contained in the application to include KSA's, supplemental experience statement (if required) and performance appraisal will be used to determine basic eligibility and to identify the best qualified candidates. Applicants who meet the minimum qualification requirements will be rated on the job related KSA's to identify the best-qualified candidates. For each work experience, if you describe more than one type of work (for example, carpentry and painting, or guard and supply), provide the approximate percentage of time you spent doing each.

**EXTERNAL REFERRAL PROCEDURES:** Referral of external candidates will be in accordance with Title 5 CFR 333 requiring that eligible applicants be referred in priority group order. Applicants in lower preference groups might not be referred for consideration even though rated as qualified, if a sufficient number of higher-preference group applicants are qualified and available for the position. This would preclude the selection of candidates from lower preference groups.

**DEVELOPMENTAL OR TRAINEE POSITIONS:** If selected for a developmental or trainee position, the selectee will undergo training and/or work experience and may be promoted to the intermediate and/or target levels without further competition when eligible and at the supervisor's discretion; however, promotions are not guaranteed.

**MILITARY SPOUSE PREFERENCE (MSP)/FAMILY MEMBER PREFERENCE (FMP):** Candidates claiming MSP/FMP must include a copy of sponsor's permanent change of station orders authorizing movement of spouse to the overseas command, or other appropriate documentation that supports that preference. Additional documentation may be required prior to granting preference. Please indicate in your application if you are claiming MSP. Family members of locally hired DoD civilian employees are not eligible for family member preference. Military Spouses/Family Members may file applications for employment with overseas civilian personnel offices 30 days before their anticipated arrival within the command. However, spouses/family members may not receive preference until actually arriving at the overseas location.

**VETERANS' PREFERENCE:** A 5-point preference is granted to veterans who entered military service prior to October 14, 1976, or who have served in a military action for which they received a Campaign Badge or Expeditionary Medal. However, you may be entitled to 10-point veterans' preference if you are a disabled veteran; you have received a Purple Heart; you are the spouse or mother of a 100% disabled veteran; or you are the widow, widower, or mother of a deceased veteran. If you are claiming 10-point veteran preference, you will need to submit an SF 15, Application for 10-point Veterans' Preference, plus proof required by that form. The Defense Authorization Act of November 18, 1997, extended veterans' preference to persons who served on active duty during the Gulf War from August 2, 1990, through January 2, 1992. The law grants preference to persons

otherwise eligible and who served on active duty during this period, regardless of where the person served or for how long. The law also authorizes the Secretary of each military department to award the Armed Forces Expeditionary Medal for service in Bosnia during the veterans' preference. More information on veterans' preference is available in the VetGuide that may be found on the United States Office of Personnel Management web site: [www.opm.gov](http://www.opm.gov)

#### **OTHER PERTINENT INFORMATION:**

- The filling of positions is subject to referrals and placement from regulatory placement programs.
- Management reserves the right to fill these positions by the most appropriate method. At management's discretion, the area of consideration indicated in the announcement may include noncompetitive eligibles, which may be referred to the selecting official at any point during the recruitment process. Acceptance of applications under this procedure does not guarantee referral. If circumstances warrant, management may decide at any time to cancel a vacancy, change the area of consideration, and/or the number of positions to be filled. The selecting official is entitled to select any certified candidate, to non-select all candidates or to select from other sources during the recruitment process.
- Applications from this announcement may be referred for future vacancies of the same title, series, and grade, which occur at the same activity within 90 days of the selection/closing date of the announcement.
- Selectees to positions that are announced as temporary may be appointed for periods of up to one year in duration, and may be extended for a maximum of 1 additional year, or converted to permanent without further competition.
- It is a violation of 18 USC 1719 to use a postage paid government envelope to mail job applications. Facsimile applications will not be accepted, unless otherwise authorized.
- Selectee will be required to participate in Direct Deposit Electronic Fund Transfer as a condition of employment.
- Family members are tied to the sponsor's tour.
- Locality pay does not apply in the overseas area.
- Benefits and allowances afforded in Japan are administered by the Department of State and are subject to change at anytime without advance notification.
- Active Duty Military members applying for this position who are separating from the military must provide separation orders or other document that verifies the separation date, and list of campaign Expedition Medals from the Service Record.
- All required forms and documents must be submitted with your application on or before the closing date of the announcement. Failure to do so may result in an ineligible rating or may adversely affect the overall rating.
- THIS IS A DRUG TESTING DESIGNATED POSITION. An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. The selection is contingent upon a negative drug test result and, thereafter the incumbent will be subject to drug testing on a random. Further, all Department of Navy employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have an opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test results will be provided to the selecting official and the servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current Department of Navy employee will also be provided to the employing activity/command.

#### **AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

There will be no discrimination in identification, qualification, evaluation, or selection of candidates because of political, religious, or labor organization affiliation or non-affiliation, marital status, race, color, sex, sexual orientation, national origin, non-disqualifying physical handicap or age. This agency provides reasonable accommodation to applicants with disabilities where appropriate. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. Determinations on requests for reasonable accommodation will be made on a case-by-case basis. If you have questions regarding this agency's reasonable accommodation policy contact Mr. Randy Manese, Chief, Employee Relations and Services Division, HRO Yokosuka at DSN: 243-8187.